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AIR FORCE SPECIAL OPERATIONS
COMMAND**

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Flying Operations

**TACTICAL SYSTEMS OPERATOR
AIRCREW EVALUATION CRITERIA**

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This instruction implements Air Force Instruction (AFI) 11-202, Vol 2, *Aircrew Standardization/Evaluation Program*. It establishes evaluation criteria for initial and periodic aircrew qualification for all Tactical Systems Operator (TSO) units flying on Air Force Special Operations Command (AFSOC) aircraft. It is used in conjunction with AFI 11-202, Vol 2, and Major Command (MAJCOM) supplements thereto. This publication does not apply to the Air National Guard (ANG). This instruction applies to Air Force Reserve Command (AFRC) units utilizing TSO assets. Subordinate units may supplement this instruction in accordance with (IAW) **Paragrah 1.6**. The Privacy Act of 1974 applies to certain information gathered pursuant to this instruction. The Privacy Act of 1974 applies to certain information gathered pursuant to this instruction. The Privacy Act System Number F011 AF XO A, Aviation Resource Management Systems (ARMS) covers required information. The authority for maintenance of ARMS is 37 USC 301a (Incentive Pay), Public Law 92-204, Section 715 (Appropriations Act for 1973), Public Laws 93-570 (Appropriations Act for 1974) and 93-294 (Aviation Career Incentive Act of 1974), DoDD 7730.57 (Aviation Career Incentive Act of 1974 and Required Annual Report, February 5, 1976, with Changes 1 and 2), and Executive Order 9397 (*SSN*) as amended by Executive Order 13478, Amendments to Executive Order 9397 Relating to Federal Agency Use of Social Security Numbers, November 18, 2008. Refer recommended changes and questions about this publication to the Office of Primary Responsibility (OPR) using the Air Force (AF) Form 847, *Recommendation for Change of Publication*; route AF Forms 847 from the field through the appropriate functional chain of command. Unless prescribed within this publication, requests for waivers must be submitted through chain of command to the OPR listed above for consideration and approval. Ensure that all records created as a result of processes prescribed in this publication are maintained in accordance with Air Force Manual (AFMAN)

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Chapter 1

GENERAL INFORMATION

1.1. Objectives. The Aircrew Standardization and Evaluation (Stan/Eval) Program is the commander's tool to validate mission readiness and the effectiveness of unit flying, to include documentation of individual aircrew member qualifications and capabilities.

1.2. General. This instruction establishes requirements and grading criteria for ground and flight phases of initial and periodic flight evaluations. All TSO aircrew evaluations will be conducted IAW this instruction and AFI 11-202, Vol 2, as supplemented. Specific areas for evaluation are prescribed to ensure an accurate assessment of the proficiency and capabilities of aircrews. Flight examiners use this instruction when conducting aircrew evaluations. Instructors use this instruction when preparing aircrews for qualification. AFSOC is lead MAJCOM for TSO operations. (T-2)

1.3. Applicability. This instruction applies to any operator acting in the capacity of a TSO on USAF aircraft or other aircraft as required.

1.4. Keywords and Definitions.

1.4.1. "Will" and "Shall" indicate a mandatory requirement.

1.4.2. "Should" is used to indicate a preferred, but not mandatory, method of accomplishment.

1.4.3. "May" indicates an acceptable or suggested means of accomplishment.

1.4.4. "Note" indicates operations procedures, techniques, etc., considered essential to emphasize.

1.5. Waivers. IAW AFI 11-202, Vol 2, AF/A3OT is the waiver authority for the USAF aircrew standardization and evaluation programs. Waiver authority for the contents of this document is MAJCOM Director of Operations, A3 for individual aircrew requirements. Submit requests for waivers to this instruction through Standards and Evaluation channels to HQ AFSOC/A3V. Post all waivers to this instruction in the individual's flight evaluation folder behind Tab 2. Document waivers IAW AFI 11-202, Vol 2, as supplemented.

1.5.1. Tier requirements refer to waiver authority based on level of risk.

1.5.1.1. "Tier 0" (T-0) requirements are reserved for requirements that non-compliance is determined and waived by respective non-Air Force authority.

1.5.1.2. "Tier 1" (T-1) requirements are reserved for requirements that non-compliance may put airman, mission, or program strongly at risk, and may only be waived by the MAJCOM/CC or delegate with concurrence of publication approver. When multiple MAJCOMs are affected, then T-1 is appropriate.

1.5.1.3. "Tier 2" (T-2) requirements are reserved for requirements that potentially put the mission at risk or potentially degrade the mission or program, and may only be waived by the MAJCOM/CC or delegate.

1.5.1.4. "Tier 3" (T-3) requirements are reserved for requirements that non-compliance has a remote risk of mission failure, and may be waived by the Wing/CC but no lower than the OG/CC.

1.6. Roles and Responsibilities.

1.6.1. HQ AFSOC/A3V is the functional lead for this document and will:

1.6.1.1. Ensure subordinate organizations comply with contents.

1.6.1.2. Coordinate updates to content.

1.6.2. HQ AFSOC /A3 is the waiver authority for the contents of this document.

1.6.3. Special Operations Wings (SOW), Groups (SOG), and Squadrons (SOS and IS) will: (T-2)

1.6.3.1. Ensure unit standardization and evaluation organizations serve as the unit Office of Primary Responsibility (OPR) for unit document adherence.

1.6.3.2. Collect and route data for document updates.

1.7. Supplements. Units are encouraged to supplement this instruction with standard evaluation profiles that best fit the unit's mission, equipment, and location. Subordinate units will forward any recommended supplements or changes to 361 ISR Group. (T-2)

1.8. Evaluation Procedures. During the crew briefing, the evaluator will inform the aircraft commander of any special requirements. Flight examiners will brief the examinee on the conduct, purpose, and requirements of the evaluation, as well as all applicable evaluation criteria, prior to flight. The examinee will accomplish all required mission planning. If an Operations Planning Team or Deployment Planning Team accomplishes mission planning, the examinee is ultimately responsible for the accuracy and completeness of all mission-planning paperwork. Flight examiners will be furnished a copy of necessary charts, flight logs, mission folders, and any additional items they deem necessary. The flight examiner should not occupy a primary crew position during evaluations to ensure the most comprehensive evaluation. If conditions warrant, however, the flight examiner may occupy a primary crew position during an evaluation. (T-2)

1.8.1. Flight examiners will ensure all required training and documentation is complete prior to initial/requalification evaluations. (T-2)

1.8.2. The examinee will be current for all events evaluated during a recurring evaluation. (T-2)

1.8.3. Flight examiners will not intentionally fail any equipment during flight evaluations, but may deny the use of systems not affecting safety of flight. (T-2)

1.8.4. Flight examiners will thoroughly debrief/critique all aspects of the flight. During the critique, the flight examiner will review the examinee's overall rating, specific deviations, area/subarea grades assigned, and any additional training required. (T-2)

1.9. Instructor Certified Events. These are events that require certification of training by an instructor or flight examiner. Document certification on the AF Form 4348, *USAF Aircrew Certifications*, IAW 11-202, Vol 2, AFSOC Sup, and file in the individual's Flight Evaluation

Folder (FEF) behind Tab 1. Refer to AFSOCI 11-2TSO, Vol 1, *Aircrew Training*, for a current listing of instructor certified events.

1.10. Grading Instructions. All evaluations will follow the guidelines in AFI 11-202, Vol 2, as supplemented, and this instruction. Examiners will use the criteria in this volume to accomplish all flight, simulator, and emergency procedures evaluations. To ensure standard and objective evaluations, flight examiners will be thoroughly familiar with prescribed evaluation criteria. (T2)

1.10.1. Area/Subarea Grades. Areas/subareas will have a two-level (Q/U) or three-level (Q/Q-/ U) grading system. Discrepancies will be documented against the listed subareas.

1.10.1.1. Q. ‘Q’ indicates the examinee demonstrated both a satisfactory knowledge of all required information and performed aircrew duties within the prescribed tolerances.

1.10.1.2. Q-. ‘Q-’ indicates the examinee is qualified to perform the assigned area/subarea tasks, but requires debriefing or additional training as determined by the flight examiner. Deviations will not exceed prescribed ‘Q-’ tolerances, jeopardize flight safety, or breach flight discipline. (T-2)

1.10.1.3. U. ‘U’ indicates that performance was outside allowable parameters, thereby compromising flight safety; that deviations from prescribed procedures/tolerances adversely affected mission accomplishment; and/or evaluated performance constituted a breach of flight discipline. An examinee receiving an area/subarea grade of ‘U’ requires debriefing and/or additional training, as determined by the flight examiner.

1.10.2. Critical Areas. Critical areas require adequate accomplishment by the aircrew member in order to successfully achieve the mission objectives. If an aircrew member receives an unqualified grade in any critical area, the overall grade for the evaluation will also be unqualified. Critical areas are identified by “**Critical**” in the area title. (T-2)

1.11. Evaluation Requirements. Evaluation profiles will reflect a sampling of the unit’s missions. Evaluation tables are provided to summarize evaluation areas. Areas common to all crew members are contained in **Table 2.1**. Instructor evaluation areas are in **Table 3.1**. Events required in-flight only, and/or in simulators, and/or alternate methods (see **Paragraph 1.10.1** below) will be identified in the tables. For any areas without a note, flight examiners may evaluate at their discretion if observed. If required events are not observed, then the evaluation is incomplete and will be accomplished on another flight. If a required event cannot be accomplished, the evaluator will place a restriction on the AF Form 8a, *Certificate of Aircrew Qualification (Multiple Aircraft)*, as applicable. (T-2)

1.11.1. Simulator. Weapon System Trainers (WSTs) with a C or greater certification (or Training Value Code (TVC) of 3 or greater for all areas evaluated as determined by simulator certification (SIMCERT)) may be used to accomplish evaluations. Simulator certifications will be located at the HQ AFSOC/A3T website. Use the prefix SIM to indicate evaluation was administered in the simulator or Aircrew Training Device (ATD). Do not conduct two consecutive combined QUAL/MSN evaluations in the simulator. All initial evaluations will be accomplished in the aircraft. (T-2)

1.11.1.1. Document evaluations requiring multiple sorties IAW AFI 11-202, Vol 2, as supplemented. Document in the comments section of AF Form 8a which portion(s) of the evaluation were conducted in the simulator.

1.11.2. Alternate Method. When it is impossible to evaluate an area in-flight due to equipment malfunctions, operational requirements, scheduling restrictions, etc., the area may be evaluated via alternate method (procedural trainer, or verbal examination) unless noted. If, in the flight examiner's judgment, an item cannot be adequately evaluated by an alternate method, complete the evaluation on an additional flight. Document in the comments section of AF Form 8a which portions of the evaluation were conducted via alternate method. **Exception:** Certain items listed in **Table 2.1** and **Table 3.1** may be evaluated via alternate method without additional AF Form 8a comments.

1.11.3. Grading Criteria. To the maximum extent possible, flight examiners will use the grading criteria in this volume to determine individual area grades. Exercise judgment when the wording of areas is subjective and when specific areas are not covered. Flight examiner judgment will be the determining factor in arriving at the overall grade. Consider cumulative deviations when determining the overall grade. (T-2)

1.11.3.1. Base tolerances for in-flight parameters on conditions of smooth air and a stable aircraft. In some cases, momentary deviations are allowable provided the examinee applies prompt corrective action and such deviations do not jeopardize flying safety.

1.12. Unsatisfactory Performance. If the flight examiner observes the examinee jeopardizing safe flight, the examiner will assume the duties of that aircrew member (provided the examiner's flight duty period does not exceed AFI 11-202, Vol 3, *General Flight Rules*, maximum flight duty period for an unaugmented crew). This does not mean the examiner will assume the examinee's position any time unsatisfactory performance is observed. If the examiner feels the examinee can continue safely with supervision, the examiner is not required to assume the examinee's duties. However, if the flight examiner assumes the examinee's duties, a Qualification Level 3 (Q-3) will be assigned as the overall grade. (T-2)

1.12.1. Evaluators will report deviations/discrepancies from established procedures/directives in any area, regardless of the individual's crew specialty, to squadron/group commander as required for evaluation and necessary action in accordance with AFI 11-202, Vol 2, as supplemented. (T2)

1.13. Additional Training. Flight examiners are responsible for assigning additional training, at their discretion. Document additional training and completion IAW AFI 11-202, Vol 2, as supplemented. Any approved training device or medium may be used for additional training.

1.13.1. Additional training may be accomplished on the same flight as the evaluation, when unique situations present valuable training opportunities. However, this option requires flight examiner discretion and judicious application. The examinee will be informed when the additional training begins and ends. (T-2)

1.14. Rechecks. Rechecks will normally be administered by a flight examiner other than the one who administered the original evaluation.

1.15. Instructors.

1.15.1. Instructor will be qualified in all sub-areas they will instruct. (T-2)

1.15.2. Instructor will be evaluated on instructor performance during a representative sample of procedures. Instructors will have a solid understanding of systems, procedures, and techniques. (T-2)

1.15.3. Instructor requalification evaluations may be combined with the basic requalification evaluation.

1.15.4. There are no requisites for initial instructor evaluations. Requisites for periodic evaluations administered to qualified instructors will be completed IAW the requirements for the type (QUAL/MSN) evaluation being administered. (T-2)

1.15.5. Conduct evaluation of instructor ability during all subsequent periodic evaluations following the INIT INSTR evaluation.

1.16. Flight Examiners.

1.16.1. Evaluators will be instructor qualified in a given event prior to acting as an evaluator in the event. (T-2)

1.16.2. Certified evaluators who subsequently add special mission instructor or other instructor qualifications are automatically certified to evaluate these new qualifications.

1.17. Verbal Evaluation of Sub-Areas.

1.17.1. Make every effort to evaluate all sub-areas through actual performance. When this is not possible, evaluate the sub-areas verbally.

1.17.2. Areas prohibited from verbal evaluation are listed in the specific crew position chapter of this instruction.

1.17.3. The unit chief of Stan/Eval, flight examiner or squadron commander decides if the evaluation is complete.

1.18. Emergency Procedures Evaluation (EPE). All aircrew members are responsible for understanding and applying proper emergency action procedures applicable to their crew position. EPEs may be performed in-flight, in an ATD, or verbally.

1.19. Evaluation Forms. The prescribed form for annotating flight evaluation areas/sub-areas and grades/notes is the AFSOC Form 48 TSQ, *Tactical Systems Operator Flight Evaluation Worksheet*. All TSO evaluations will use the AFSOC Form 48 TSQ, AF Form 3862, *Flight Evaluation Worksheet*, or a suitable Patriot Excalibur (PEX)-generated product. (T-2)

Chapter 2

EVALUATION REQUIREMENTS

2.1. General. The general criteria contained in this chapter apply to all crew positions and all evaluations. Use criteria and table in the appropriate crew position chapters for evaluations.

2.1.1. All evaluations will follow guidelines in AFI 11-202, Vol 2, as supplemented, and **Table 2.1** in this volume. This table depicts specific grading areas that apply to all crew position evaluations; **Table 3.1** applies to all instructor evaluations. (T-2)

2.1.2. Administer aircrew evaluations on any flight that as scheduled will accomplish all required items for that evaluation. Mission evaluations should be as realistic as possible with minimum of simulated events. Do not deviate from peacetime restrictions.

2.2. Requirements.

2.2.1. Evaluate all crew members with guidance in the following subparagraphs, **Table 2.1** and **Table 4.1**. For instructor evaluations, also see **Table 3.1**.

2.2.2. Examinations. All crew members will complete open and closed book examinations as a requisite to periodic evaluations. Conduct requisite examinations IAW AFI 11-202, Vol 2, as supplemented. Additionally, TSOs will complete open/closed examinations for all aircraft on which they are currently qualified. In requalification training, TSOs will complete examinations for all aircraft on which they were formerly qualified, unless directed otherwise by SQ/CC. If examinations are not completed, the TSO will lose qualification on all airframes not tested. (T-2)

2.2.3. Emergency Procedures Evaluation (EPE). EPEs are requisites for all flight evaluations. EPEs may be conducted verbally, in-flight, in a simulator, or by another method determined by the examiner or unit Stan/Eval. Operations Group Standardization/Evaluations (OGV) may develop EPE guides for flight examiner use in each crew position. EPEs should be scenario-driven, and tailored to the specific crew position. The EPE will include areas commensurate with the examinee's qualification and experience level. Emphasize emergency procedures and systems knowledge. Examiners should include other general knowledge areas as well. EPEs will include sufficient in-flight and ground emergencies to evaluate the examinee's knowledge of systems and procedures to the flight examiner's satisfaction. (T-2)

2.2.3.1. Examinees may use publications that are normally available in-flight. The examinee will recite all CAPs/ BOLDFACE (as required by MDS) items from memory and should provide the initial steps of emergency procedures that, in the opinion of the examiner, would not allow time for reference. (T-2)

2.2.3.2. The following grading criteria will be used to grade individual items on EPEs for all crew positions. The flight examiner will assign an overall EPE grade (1, 2, or 3) in the Qualification Ground Phase block of the AF Form 8/8A, regardless whether all or a portion of the EPE was performed in-flight. **Exception:** For BOLDFACE use grading criteria in Area 4. (T-2)

2.3. Cockpit/Crew Resource Management (CRM). In accordance with AFI 11-290, *Cockpit/Crew Resource Management Training Program*, CRM skills will be evaluated during initial and periodic evaluations. CRM skills are integral to all phases of flight; therefore no specific area titled CRM exists. CRM skills are imbedded within specific grading criteria (mission planning, airmanship/ situational awareness (SA), crew coordination, communication, risk management/decision making, task management, and briefing/debriefing) and include all of the skills listed on the AF Form 4031, *CRM Skills Criteria Training/Evaluation Form*. Therefore, use of the AF Form 4031 is unnecessary for evaluations. (T-2)

2.4. Formal Course Evaluations. Fly syllabus evaluations IAW syllabus mission profile guidelines if stated, or on a mission profile developed from syllabus training objectives. All required areas will be evaluated for the type of evaluation being flown, IAW guidance in this instruction. Grade training objectives and related areas using the performance criteria in this volume. Formal course guidelines may be modified, based on local operating considerations or examiner judgment, to complete the evaluation. (T-2)

Table 2.1. General Grading Areas (All Evaluations).

Area	Notes	Grading Areas
1	1	Safety – CRITICAL
2	1	Aircrew Discipline – CRITICAL
3	1	Airmanship/Situational Awareness – CRITICAL
4	2	Bold Face/Critical Action Procedures – CRITICAL
5	2	Emergency Procedures Evaluation
6	1	Crew Coordination
7	2	Mission Planning
8	2	Knowledge of Directives
9	1	Preflight
10	1, 3	Use of Checklist
11	2	Forms/Reports/Logs
12	2	Personal/Professional Equipment/Flight Publications
13	2	Emergency and Life Support Equipment/Procedures
14	2	Briefings/Debriefings
15	2	Classified Material/Operations Security
16	2	Anti-Hijacking/Aircraft Security
17	1	Communications
18	2	Risk Management/Decision Making
19	1	Task Management

Area	Notes	Grading Areas
<p>Notes:</p> <ol style="list-style-type: none"> 1. Required in-flight or simulator certified for this event. 2. Required in-flight or alternate method. 3. Checklist or AFSOC approved in-flight guide. 		

2.5. Currency of Flight Publications. Required for all evaluations as outlined in area 12 of General Grading Areas.

2.6. General Grading Criteria.

2.6.1. Areas 1 through 19: The following subparagraphs contain grading criteria for the areas listed in [Table 2.1](#).

2.6.1.1. Area 1. Safety (CRITICAL).

2.6.1.1.1. Q. Executed mission so as to avoid unnecessary risk. Made decisions regarding performance of tasks so as to provide best chance of efficient mission accomplishment without undue risk to aircraft or crew. Was aware of and complied with all safety factors required for safe aircraft/equipment operation and mission accomplishment. Identified and assessed risk appropriately. Properly considered consequences of decisions.

2.6.1.1.2. U. Was not aware of, or did not comply with, all safety factors required for the safe operation of the aircraft or mission accomplishment. A clear lack of judgment hampered or precluded mission accomplishment. Did not adequately clear the aircraft. Allowed a dangerous situation to develop without taking proper corrective action. Not aware of or did not comply with all safety factors required for safe aircraft/equipment operation or mission accomplishment. Failed to properly identify and assess risk. Failed to consider consequences of decisions. Operated the aircraft/equipment in a dangerous manner.

2.6.2. Area 2. Aircrew Discipline - (CRITICAL).

2.6.2.1. Q. Provided direction/information when needed. Adapted to meet new situational demands and focused attention on the task. Demonstrated strict professional flight and crew discipline throughout all phases of the mission.

2.6.2.2. U. Did not provide direction/information when needed. Did not adapt to meet new situational demands and focus attention on the task. Failed to exhibit strict flight or crew discipline. Violated or ignored rules or instructions.

2.6.3. Area 3. Airmanship/Situational Awareness - (CRITICAL).

2.6.3.1. Q. Executed the assigned mission in a timely, efficient manner. Anticipated situations that would have adversely affected the mission, and corrected them. Made appropriate decisions based on available information. Recognized the need for action. Aware of performance of self and other flight members. Aware of on-going mission status. Recognized, verbalized and acted on unexpected events. Recognized a loss in situational awareness in self or others, and took appropriate action to regain.

Demonstrated situational awareness throughout the mission and conducted the flight with a sense of understanding and comprehension.

2.6.3.2. U. Decisions or lack thereof caused failure to accomplish assigned mission. Mis-analyzed flight conditions and/or failed to recognize/understand mission developments, or demonstrated poor judgment to the extent that flight safety could have been compromised. Did not recognize the need for action. Not aware of performance of self and other flight members. Not aware of on-going mission status. Failed to recognize, verbalize and act on unexpected events.

2.6.4. Area 4. BOLDFACE/CAPs – (CRITICAL).

2.6.4.1. Q. Able to recite/write the proper emergency BOLDFACE/CAPs actions, without reference to publications, in the correct sequence to the satisfaction of the evaluator (not necessarily a verbatim response).

2.6.4.2. U. Unable to recite/write emergency BOLDFACE/CAPs items in the correct sequence. Discrepancies in the procedure.

2.6.5. Area 5. Emergency Procedures Evaluation.

2.6.5.1. Q-1. Satisfactory systems/procedural knowledge. Operated within prescribed limits and correctly diagnosed problems. Performed and/or explained proper corrective action, in the proper sequence, for each type of malfunction. Accomplished all required checklists and/or effectively used available aids. Thoroughly described the location, use and limitations of emergency equipment.

2.6.5.2. Q-2. Marginal systems/procedural knowledge. Slow to analyze problems or apply proper corrective actions. Did not effectively use checklist and/or available aids. Minor omissions or deviations in describing the location, use and limitations of emergency equipment.

2.6.5.3. Q-3. Unsatisfactory systems/procedural knowledge. Unable to analyze problem or take corrective action. Failed to accomplish required checklists and/or unable to locate information in available aids. Major omissions or deviations in describing the location, use and limitations of emergency equipment.

2.6.6. Area 6. Crew Coordination.

2.6.6.1. Q. Maintained situational awareness of, and reacted appropriately to crew inputs. Communicated intentions and requirements to effect safe, efficient mission accomplishment. Provided direction/information when needed. Adapted to meet new situational demands and focused attention on the task. Knew assigned task of other crew members.

2.6.6.2. Q-. Minor deviations in CRM which did not affect safe/effective mission accomplishment. Crew coordination was limited though adequate to accomplish the mission. Provided limited direction/information when needed. Slow to adapt to meet new situational demands due to limited focus on task. Did not consistently seek inputs from other crew members.

2.6.6.3. U. Improperly or ineffectively managed resources and /or duties which caused task saturation, channelized attention, and distractions among crew members which could

impact safety or mission accomplishment. Did not provide direction/information when needed. Did not adapt to meet new situational demands and focus attention on the task. Lack of crew coordination resulted in significant degradation of mission accomplishment.

2.6.7. Area 7. Mission Planning/Performance Data.

2.6.7.1. Q. Prepare for flight with all required documentation and briefings required by AFIs and Technical Orders (TO). Coordinate all mission information. Clearly defined the mission overview and mission goals. Provided specific information on required tasks. Solicited feedback from other crew members to ensure understanding of mission requirements. Thoroughly critiqued plans to identify potential problem areas and ensured all had understanding of possible contingencies. Read and initialed all items in the Flight Crew Information File/read files.

2.6.7.2. Q-. Did not adequately define the mission overview and mission goals. Potential problem areas partially addressed or not at all. Did not adequately solicit feedback or critique the plans to ensure understanding of possible contingencies. Minor errors or omissions detracted from mission effectiveness, but did not affect mission accomplishment. Limited knowledge of performance capabilities or approved operating procedures/rules.

2.6.7.3. U. Major errors or omissions that would preclude safe and effective mission accomplishment. Did not define the mission overview and goals. Lack of specific information on required tasks. Did not solicit feedback from other crew members to ensure understanding. Did not critique plans to identify potential problem areas. Major errors or omissions would have prevented a safe or effective mission. Unsatisfactory knowledge of operating data or procedures. Did not review or initial Go/No Go items as required.

2.6.8. Area 8. Knowledge/Currency of Directives.

2.6.8.1. Q. Thoroughly familiar with all publications issued for the crew position plus flight information publication documents. Answer questions with reference to applicable publications. Know limitations, warnings, operating procedures, and operational prohibitions. For mission profiles, be thoroughly familiar with all applicable employment publications. All required publications are current and posted. Prepared and completed mission in compliance with existing instructions and directives. Demonstrated knowledge of operating procedures and restrictions and where to find them in the correct publications.

2.6.8.2. Q-. Knowledge of capabilities, approved operating procedures, and rules is marginal in some areas but did not impact safe/effective mission accomplishment. Publications contain deficiencies which would not impact flight safety or mission accomplishment. Minor deviations to procedures. Unsure of directives and/or had difficulty locating information in appropriate publications.

2.6.8.3. U. Major errors or omissions in knowledge of operating capabilities or procedures that would preclude safe/effective mission accomplishment. Regulations/Directives were intentionally violated. Publications are outdated and/or contain deficiencies which would impact flight safety or mission accomplishment.

Unaware of procedures and/or could not locate them in the appropriate publication in a timely manner.

2.6.9. Area 9. Preflight.

2.6.9.1. Q. Demonstrated working knowledge of the aircraft forms. Ensured appropriate survival and aircraft equipment for the entire mission is on board the aircraft. Completed systems preflight/inspections IAW TOs, checklists, and instructions. Individual technique complied with established procedures.

2.6.9.2. Q-. Minor deviations from established systems preflight/inspection that did not degrade mission effectiveness. Individual technique was safe, but detracted from established procedures. Used individual technique instead of established procedure and was unaware of differences.

2.6.9.3. U. Did not use the checklist or omitted major item(s). Major deviations in procedure which would preclude safe mission accomplishment. Failed to accurately determine readiness of aircraft for flight or proper configuration to perform the mission. Failed to preflight critical component or could not conduct a satisfactory preflight/inspection. Individual techniques unsafe and/or in violation of established procedures.

2.6.10. Area 10. Use of Checklist.

2.6.10.1. Q. Use strict checklist discipline. Call for and execute all required checklists in accordance with TOs and directives. Familiar with notes, warnings and cautions without direct reference to TOs. Consistently used correct checklist, gave correct responses and accomplished appropriate actions at the appropriate time throughout the mission.

2.6.10.2. Q-. Checklist responses were untimely and/or crew member required continual prompting for correct responses/action.

2.6.10.3. U. Failed to use the proper checklist or was not adequately familiar with their contents. Was unable to identify the correct checklist to use for a given situation. Omitted or did not complete checklist(s) at the appropriate time.

2.6.11. Area 11. Forms/Reports/Logs.

2.6.11.1. Q. All required forms and/or flight plans were complete, accurate, readable, and accomplished on time IAW applicable directives. Relayed an accurate debrief of significant events to applicable agencies.

2.6.11.2. Q-. Minor errors on forms and/or flight plans did not affect conduct of the flight/mission. Incorrectly or incompletely reported some information due to minor errors, omissions, and/or deviations.

2.6.11.3. U. Did not accomplish required forms and/or flight plans. Omitted or incorrectly reported significant information due to major errors or omissions.

2.6.12. Area 12. Personal/Professional Equipment/Flight Publications.

2.6.12.1. Q. Had all required personal and professional equipment. Displayed satisfactory knowledge of the care and use of such equipment and the contents of

required publications. Required equipment inspections were current. Publications were current, contained all supplements/changes and were properly posted.

2.6.12.2. Q-. Did not have all required personal/professional equipment or had limited knowledge of the use or the content of required publications. Publications contained deficiencies that would not impact flight safety or mission accomplishment.

2.6.12.3. U. Did not have required personal/professional equipment essential for the mission. Unsatisfactory knowledge of the care and use of equipment or the content of required publications. Equipment inspections were overdue or equipment was unserviceable. Publications were out dated and/or contained deficiencies that would impact flight safety or mission accomplishment.

2.6.13. Area 13. Emergency and Life Support Equipment/Procedures.

2.6.13.1. Q. Satisfactory systems/procedural knowledge. Displayed satisfactory knowledge of location and use of emergency and life support equipment. Operated within prescribed limits and correctly diagnosed problems. Performed/explained proper wear, use, and corrective action for each type of equipment/malfunction. Effectively used available aids. Be familiar with survival vest contents and the operation of all components. Ensure the use of appropriate serviceable protective clothing and life support equipment.

2.6.13.2. Q-. Marginal systems/procedural knowledge. Limited knowledge of location and use of emergency and life support equipment. Operated within prescribed limits but was slow to analyze problems or apply proper corrective actions did not effectively use, omitted, or deviated in use of checklist and/or available aids. Minor deficiencies that did not impact flight safety or mission accomplishment.

2.6.13.3. U. Unsatisfactory systems/procedural knowledge. Displayed unsatisfactory knowledge of emergency and life support equipment. Exceeded flight manual limitations. Unable or failed to analyze problem or take proper corrective action. Did not use checklist and/or available aids. Failed to use or properly employ life support equipment that could jeopardize personal or flight safety and/or mission effectiveness.

2.6.14. Area 14. Briefings/Debriefings.

2.6.14.1. Q. Provided organized professional briefings and debriefings in accordance with directives during preflight, in-flight and post flight periods in a timely manner. Communicate critical information to crew(s), passengers and customers. Ensure briefing contained all applicable information. Present all objectives, training events and special interest items. Effectively use available briefing aids. Maximize crew understanding of mission requirements. Provide atmosphere conducive to crew inputs as required. Debrief mission using specific positive and negative feedback of team and individual performance. Provide specific ways to correct errors. Ask for inputs from others. Summarize key points and compared mission results with mission objectives.

2.6.14.2. Q-. Omitted items pertinent but not critical to the mission. Some difficulty communicating clearly. Events were out of sequence, redundant, and difficult to understand. Did not make effective use of available briefing aids. Limited discussion of training events or special interest items. Dwelled on non-essential items. Poor time

management. Not fully prepared for briefing. Debriefed mission without specific positive and negative feedback on individual and team performance. Did not consistently seek input from others. Incomplete or inadequate re-cap of key points and comparison of mission results to mission objectives.

2.6.14.3. U. Failed to conduct/attend required briefings. Failed to use appropriate briefing aids. Disorganized sequence. Omitted essential items or did not correct erroneous information that could affect mission accomplishment. Demonstrated lack of knowledge of subject. Ignored crew and flight members' abilities, limitations, and/or questions. Briefing poorly organized and not presented in a logical sequence. Presented erroneous information that would affect safe/effective mission accomplishment. Presentation created doubts or confusion. Failed to discuss training events or special interest items. Late crew transport due to excessively long briefing. Did not provide positive and/or negative feedback during debriefing. Did not seek input from others. Did not re-cap key mission points nor compare mission results to mission objectives. Passengers were not briefed.

2.6.15. Area 15. Classified Material/Operations Security.

2.6.15.1. Q. Demonstrated thorough knowledge of communications/operations security procedures and courier procedures (if applicable). Had positive control of classified documents and information used throughout the mission. Properly stored, handled, and/or destroyed all classified/Communication Security (COMSEC) material or information generated during the mission. Practiced sound COMSEC/ Operations Security (OPSEC) during all phases of the mission. Identified, requested and obtained all cryptologic material required for the mission.

2.6.15.2. Q-. Limited knowledge of COMSEC/OPSEC procedures and/or courier procedures (if applicable). Limited knowledge of proper storage, handling, and destruction procedures would not have resulted in compromise of classified material/COMSEC, and did not impact mission accomplishment. Identified cryptologic material required for mission, but was slow in requesting/obtaining material or did so only after being prompted.

2.6.15.3. U. Unsatisfactory knowledge of COMSEC/OPSEC. Classified documents, COMSEC or information would have been compromised as a result of improper control by examinee. Unfamiliarity with OPSEC procedures had or could have had a negative impact on mission accomplishment. Failed to identify, request or obtain all cryptologic materials required for the mission.

2.6.16. Area 16. Anti-Hijacking/Aircraft Security.

2.6.16.1. Q. Explained proper anti-hijacking/aircraft security procedures.

2.6.16.2. Q-. Difficulty explaining proper anti-hijacking/aircraft security procedures.

2.6.16.3. U. Could not explain proper anti-hijacking/aircraft security procedures.

2.6.17. Area 17. Communication.

2.6.17.1. Q. Communicated using precise, standard terminology. Acknowledged all communications. Asked for/provided clarification when necessary. Stated opinions/ideas. Asked questions when uncertain. Advocated specific courses of action.

Did not let rank affect mission safety. Is familiar with required communications procedures for any airspace used on the mission. Understood standard air traffic control directions.

2.6.17.2. Q-. Unclear or incomplete communication led to repetition or misunderstanding. Slow to ask for or give constructive feedback/clarifications. Inconsistent use of precise, standard terminology. Did not always state opinions/ideas or ask questions when uncertain.

2.6.17.3. U. Failed to communicate effectively. Continuously interrupted others, mumbled, and/or conduct/attitude was detrimental to communication among crew members. Withheld information and failed to ask for/respond to constructive criticism. Failed to use precise, standard terminology. Repeatedly failed to acknowledge communications. Did not state opinions or ask questions when unsure.

2.6.18. Area 18. Risk Management/Decision Making.

2.6.18.1. Q. Identified contingencies and alternatives. Gathered and cross checked relevant data before deciding. Clearly stated problems and proposed solutions. Investigated doubts and concerns of crew members. Used facts to come up with solution. Involved and informed necessary crew members when appropriate. Coordinated mission crew activities to establish proper balance between command authority and crew member participation, and acted decisively when the situation required. Clearly stated decisions, received acknowledgement, and provided rationale for decisions.

2.6.18.2. Q-. Partially identified contingencies and alternatives. Made little effort to gather and cross check relevant data before deciding. Did not clearly state problems and propose solutions. Did not consistently use facts to come up with solutions. Did not effectively inform crew members when appropriate. Did not effectively coordinate mission crew activities to establish a proper balance between command authority and crew member participation, and acted indecisively at times.

2.6.18.3. U. Failed to identify contingencies and alternatives. Made no effort to gather and cross check relevant data before deciding. Did not inform necessary crew members of results of risk management analysis. Did not use facts to come up with solution. Avoided or delayed necessary decisions which jeopardized mission effectiveness. Did not coordinate mission crew activities to establish proper balance between command authority and crew member participation; acted indecisively.

2.6.19. Area 19. Task Management.

2.6.19.1. Q. Correctly prioritized tasks. Used available resources to manage workload. Asked for assistance when overloaded. Clearly stated problems and proposed solutions. Accepted better ideas when offered. Used facts to come up with solution. Clearly communicated and acknowledged workload and task distribution. Demonstrated high level of vigilance in both high and low workload conditions. Prepared for expected or contingency situations. Avoided the creation of self-imposed workload/stress. Recognized and reported work overloads in self and others.

2.6.19.2. Q-. Did not consistently and correctly prioritize tasks. Did not effectively use available resources to manage workload. Did not clearly communicate and acknowledge

workload and task distribution. Did not consistently demonstrate high level of vigilance in both high and low workload conditions. Slow to prepare for expected or contingency situations. Created some self-imposed workload/stress due to lack of planning. Slow to recognize and report work overloads in self and others.

2.6.19.3. U. Failed to correctly prioritize tasks. Did not use available resources to manage workload. Did not communicate and acknowledge workload and task distribution. Did not demonstrate high level of vigilance in both high and low workload conditions. Extremely slow to prepare for expected or contingency situations. Created self-imposed workload/stress due to lack of planning. Failed to recognize and report work overloads in self and others.

Chapter 3

INSTRUCTOR EVALUATIONS

3.1. General. The instructor grading criteria apply to initial, requalification, and all periodic instructor evaluations. The examinee will demonstrate the ability to instruct in a safe and effective manner. To maintain Instructor qualification, instructors will demonstrate instructional ability on all recurring evaluations. (T-2)

3.2. Requirements. Evaluate instructors on areas listed in **Table 3.1**. Instructor candidates will be qualified in all areas they will instruct. Initial instructor evaluations may be a stand-alone evaluation or accomplished in conjunction with a periodic qualification/mission evaluations. Accomplish periodic instructor evaluations in conjunction with periodic qualification/mission evaluations IAW AFI 11-202, Vol 2, AFSOC Supplement. If able, evaluate instructor candidates instructing actual students. Otherwise, the flight examiner (preferred) or other aircrew member may act as the student. A requalification instructor evaluation is required anytime an instructor is unqualified for any reason to include commander-directed downgrades. Instructor requalification evaluations may be combined with the basic requalification evaluation. (T-2)

3.3. Instructor Evaluation. Evaluations of instructors will be accomplished in any aircraft in which the aircrew member maintains a qualification. (T-2)

3.3.1. Initial/Requalification. Evaluate instructor candidates on instructor performance during a representative sample of unit's basic mission events.

3.3.2. Periodic. Qualified instructors will be evaluated to instructor standards during all periodic evaluations. (T-2)

Table 3.1. Instructor Grading Areas.

Area	Notes	Area Name
20	1	Mission Preparation
21		Instructional Ability
22	1	Instructor Knowledge
23		Briefings/Debriefings/Critique
24	1	Demonstration of Maneuvers/Procedures
25-29		Reserved for future use
Note:		
1. May be evaluated via alternate method without additional Form 8A remarks.		

3.4. Instructor Grading Criteria. The following subparagraphs contain grading criteria for the areas listed in **Table 3.1**.

3.4.1. Area 20. Mission Preparation.

3.4.1.1. Q. Thoroughly reviewed student's training documentation. Ascertained student's present level of training. Assisted student in pre-mission planning and allowed student time for questions. Correctly prioritized training events. Gave student a clear idea of mission training objectives.

3.4.1.2. Q-. Did not thoroughly review student's training folder or correctly ascertain student's present level of training. Caused student to hurry pre-mission planning. Poorly prioritized training events. Training plan/scenario made poor use of time.

3.4.1.3. U. Did not review student's training folder. Did not ascertain student's present level of training. Did not assist student with pre-mission planning or did not allow time for questions. Did not prioritize training events. Failed to give student a clear idea of mission training objectives, methods, and sequence of events.

3.4.2. Area 21. Instructional Ability.

3.4.2.1. Q. Demonstrated proper instructor ability and communicated effectively. Provided appropriate guidance when necessary. Planned ahead, and provided accurate, effective, and timely instruction. Identified and corrected potentially unsafe maneuvers/situations.

3.4.2.2. Q-. Problems in communication or analysis degraded effectiveness of instruction. Accomplished the above tasks with minor discrepancies that did not affect safety or adversely affect student progress.

3.4.2.3. U. Failed to effectively communicate, provide timely feedback. Performed or taught improper procedures/techniques/tactics to the student. Did not provide corrective action when necessary. Did not plan ahead or anticipate student problems. Did not identify unsafe maneuvers/situations in a timely manner. Made no attempt to instruct.

3.4.3. Area 22. Instructor Knowledge.

3.4.3.1. Q. Demonstrated a high level of knowledge of all applicable aircraft systems, techniques, procedures, missions, publications and tactics to be performed. Completed appropriate training records accurately. Comments were clear and pertinent.

3.4.3.2. Q-. Minor errors/deficiencies in knowledge of above areas did not affect safety or adversely affect student progress. Minor errors or omissions in training records. Comments were incomplete or slightly unclear.

3.4.3.3. U. Lack of knowledge of publications or procedures seriously detracted from instructor effectiveness. Could not apply knowledge of above areas. Did not complete required forms or records. Comments were invalid, unclear, or did not accurately document performance.

3.4.4. Area 23. Briefings/Debriefings/Critique.

3.4.4.1. Q. Briefings were well organized, accurate, and thorough. Reviewed student's present level of training and defined mission events to be performed. Showed an excellent ability during the critique to reconstruct the flight, offer mission analysis, and provide guidance where appropriate. Training grade reflected the actual performance of the student relative to the standard. Pre-briefed the student's next mission, if required.

3.4.4.2. Q-. Minor errors or omissions in briefings and/or critique did not affect safety or adversely affect student progress.

3.4.4.3. U. Briefings/debriefings were marginal or non-existent; major errors or omissions in briefings/debriefings. Did not review student past performance. Analysis of events or maneuvers was incomplete, inaccurate, or confusing. Training grade did not reflect actual performance of student. Overlooked or omitted major discrepancies. Incomplete pre-briefing of student's next mission, if required.

3.4.5. Area 24. Demonstration of Maneuvers/Procedures.

3.4.5.1. Q. Effectively demonstrated procedures and techniques. Provided concise, meaningful, and timely in-flight commentary. Had thorough knowledge of applicable aircraft systems, procedures, publications, and instructions.

3.4.5.2. Q-. Performed required maneuvers/procedures with minor deviations from prescribed parameters. In-flight commentary was sometimes unclear or poorly timed, interfering with student performance. Discrepancies in the above areas did not adversely affect safety or student progress.

3.4.5.3. U. Failed to properly perform required maneuvers/procedures. Made major procedural errors. Did not provide in-flight commentary and/or in-flight commentary was incorrect or unsafe. Insufficient knowledge of aircraft systems, procedures, and/or proper source material.

3.4.6. Areas 25 - 29. Reserved for future use.

Chapter 4

TSO EVALUATIONS

4.1. TSO Evaluations. TSOs require a combined qualification and mission evaluation. Instructors will demonstrate instructor duties on all periodic evaluations. (T-2)

4.2. Requirements. Refer to [Chapter 2](#) for all evaluations and [Chapter 3](#) for instructor evaluations. TSO specific areas and criteria are listed in this chapter.

4.3. Qualification/Mission (QUAL/MSN) Evaluations. See [Tables 2.1](#) and [4.1](#) for required evaluation areas.

4.3.1. Initial/Requalification. Required events include: a complete equipment preflight; a flight profile that includes a realistic threat scenario; tactical mission in which the TSO provides input; and post-flight procedures. Any mission in an actual threat environment will satisfy same requirements.

4.3.2. Periodic Qualification/ Mission. Requirements for periodic evaluations are the same as initial/ requalification evaluations.

4.3.3. Simulator Evaluations. See [Paragraph 1.9](#) for use of ATDs.

Table 4.1. TSO QUAL/MSN Grading Areas.

AREA	NOTES	GRADING AREA
600	1	Mission Systems Operation/Knowledge/Limitations
601	1	Radio Operation
602	1	Defensive System
603	1, 2	Mission Operations
604	1, 2	Theory
605	1, 2	Parameter Selection
606	1, 2	Objective Correlation
607	1, 2	Basic Aircraft Knowledge/Limitations
608-649		Reserved for Future use
Notes:		
1. Required in-flight on a TSO mission profile or an approved ATD/WST.		
2. Required in-flight on a TSO mission profile or via ALTERNATE METHOD.		

4.4. Tactical Systems Operator Evaluation Grading Criteria. The following subparagraphs contain the evaluation grading criteria for the grading areas listed in **Table 2.2**.

4.4.1. Area 600. Mission Systems Operation/Knowledge/Limitations.

4.4.1.1. Q. Demonstrated competent operation of systems/equipment associated with the TSO position mission computer(s) and other associated equipment (as applicable).

4.4.1.2. Q-. Difficulty demonstrating competent operation while operating the associated systems/equipment but did not jeopardize mission accomplishment or flight safety.

4.4.1.3. U. Failed to demonstrated competent operation of systems/equipment associated with the TSO position mission computer(s) and other associated equipment (as applicable).

4.4.2. Area 601. Radio Operation.

4.4.2.1. Q. Demonstrated proper set-up and use of onboard communications systems. Demonstrated satisfactory knowledge and use of proper radio protocols/etiquette.

4.4.2.2. Q-. Difficulty demonstrating proper set-up and use of onboard communications systems. Demonstrated adequate knowledge and use of proper radio protocols/etiquette.

4.4.2.3. U. Failed to demonstrate proper set-up and use of onboard communications systems. Failed to demonstrate satisfactory knowledge and use of proper radio protocols/etiquette.

4.4.3. Area 602. Defensive Systems.

4.4.3.1. Q. Demonstrated satisfactory knowledge of aircraft defensive systems. Familiar with nomenclature and basic operation and capabilities/limitations of aircraft defensive system components against specific threats. Able to describe impact of equipment outages on mission objectives.

4.4.3.2. Q-. Demonstrated adequate knowledge of defensive systems but needs improvement. Needed assistance with nomenclature and basic operation and capabilities/limitations of aircraft defensive system components against specific threats. Difficulty describing impact of equipment outages on mission objectives.

4.4.3.3. U. Failed to demonstrate adequate knowledge of aircraft defensive systems. Unfamiliar with nomenclature and basic operation and capabilities/limitations of aircraft defensive system components against specific threats. Unable to describe impact of equipment outages on mission objectives.

4.4.4. Area 603. Mission Operations.

4.4.4.1. Q. Able to explain basic mission employment doctrine of the aircraft and relative impact of TSO systems/operations.

4.4.4.2. Q-. Difficulty explaining basic mission employment doctrine of the aircraft and relative impact of TSO systems/operations.

4.4.4.3. U. Unable to explain basic mission employment doctrine of the aircraft and relative impact of TSO systems/operations.

4.4.5. Area 604. Theory.

4.4.5.1. Q. Able to explain how theory affects the TSO mission/outside environment.

4.4.5.2. Q-. Difficulty explaining how theory affects the TSO mission/outside environment.

4.4.5.3. U. Unable to explain how theory affects the TSO mission/outside environment.

4.4.6. Area 605. Parameter Selection.

4.4.6.1. Q. Able to competently use available survey equipment/data to select mission parameters.

4.4.6.2. Q-. Difficulty using use available survey equipment/data to select mission parameters.

4.4.6.3. U. Unable to use available survey equipment/data to select mission parameters

4.4.7. Area 606. Objective Correlation.

4.4.7.1. Q. Able to utilize TSO mission equipment and work with the crew to demonstrate proper objective correlation.

4.4.7.2. Q-. Difficulty demonstrating utilization of TSO mission equipment and working with the crew to demonstrate proper objective correlation.

4.4.7.3. U. Unable to demonstrate utilization of TSO mission equipment and work with the crew to demonstrate proper objective correlation.

4.4.8. Area 607. Basic Aircraft Knowledge/Limitations.

4.4.8.1. Q. Able to identify/explain basic aircraft systems/nomenclature/limitations.

4.4.8.2. Q-.Difficulty identifying/explain basic aircraft systems/nomenclature/limitations.

4.4.8.3. U. Unable to identify/explain basic aircraft systems/nomenclature/limitations.

4.4.9. Areas 608 – 649. Reserved for future use.

J. MARCUS HICKS, Brig Gen, USAF
Director of Operations

Attachment 1**GLOSSARY OF REFERENCES AND SUPPORTING INFORMATION*****References***

AFSOCI 11-2TSO, Vol 1, *TSO Aircrew Training*, TBD

AFI 11-202, Vol 2, *Aircrew Standardization/Evaluation Program*, 13 September 2010

AFI 11-202, Vol 3, *General Flight Rules*, 22 October 2010

AFI 11-290, *Cockpit/Crew Resource Management Training Program*, 15 October, 2012

AFMAN 33-363, *Management of Records*, 01 March 2008

Prescribed Forms

AFSOC Form 48TSQ, *Tactical Systems Operator Flight Evaluation Worksheet*

Adopted Forms

AF Form 8A, *Certificate of Aircrew Qualification (Multiple Aircraft)*

AF Form 847, *Recommendation for Change of Publication*

AF Form 3862, *Flight Evaluation Worksheet*

AF Form 4031, *CRM Skills Criteria Training/Evaluation*

AF Form 4348, *USAF Aircrew Certifications*

Abbreviations and Acronyms

A3V—MAJCOM Standardization/Evaluation

ARMS—Aviation Resource Management Systems

ATD—Aircrew Training Device

COMSEC—Communications Security

CRM—Crew Resource Management

EPE—Emergency Procedure Evaluation

FEF—Flight Evaluation Folder

FEW—Flight Evaluation Worksheet

OGV—Operations Group Standardization/Evaluation

OPR—Office of Primary Responsibility

OPSEC—Operations Security

SA—Situational Awareness

TO—Technical Order

WST—Weapon System Trainer